

# Office Memorandum

UNITED STATES GOVERNMENT

TO :C/Plans and Policy Staff/TR

DATE: 23 September 1958

FROM :C/Junior Officer Training Program/TR

SUBJECT:Report for the Killian Committee Covering the Period  
1 April 1958 through 30 September 1958

1. As of 1 October 1958, it is estimated that the following statistics will apply to the JOT Program:

a. Total on JOT rolls	178
Military Officers aboard or in training	40
True Civilian Employees	138

(Note that included among the true civilian employees are 21 "internal" JOT's.)

b. Statistics of the recruitment processes during the reporting period are:

Tested	156
New files	146
Interviews	232
P-E Medicals	111

c. Permanent transfers to substantive components of the Agency have been effected for 23 external JOT's and 4 internal JOT's. Five transfers are in process. There have been ten resignations from the Program for various reasons.

d. Forty-two external JOT's have entered on duty; seven internal JOT's have entered on duty.

e. Another Negro is in the Program, making the total three.

2. JOT's in the Air Force OCS Program have attained the following distinctions:

a. Two have been designated Distinguished Graduates.

b. Two have been Wing Adjutants, the second highest position attainable.

NO CLASS in Class.  BEST IN CLASSClass.  1st in Class. 

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c. One is Squadron Commander.

3. Representatives of the JOT Program and the Military Personnel Division/Office of Personnel continue to make periodic visits to Lackland Air Force Base to discuss the progress of the JOT's in the OCS Program and to confer with these men. This is a strong factor in developing morale in the group.

4. In the Army ROTC Program a JOT graduated third in his class in the Basic School at Fort Sill.

5. The U. S. Marine Corps has proposed an OCS Program for our JOT candidates which appears to be as advantageous to us as the Air Force OCS Program.

6. The Military Personnel Division has arranged with the Departments of the Army and Air Force to EOD and serve troop duty at times compatible to the JOT Program training schedule.

7. A cover procedure has been established which will insure appropriate cover for JOT's from the time they first indicate interest in employment with us. There is also being developed a new cover procedure to help JOT's who are on extended training assignments [REDACTED].

8. The case of the one JOT who was covertly recruited is progressing well. He has been given intensive covert training and is now taking intensive language training.

9. The policy has been established that "scientists" who EOD as JOT's will not be hired at the top of the grade. If they are permanently attached to a unit employing scientists, they then will be given the top of the grade.

10. There have been regular meetings with the Director of Personnel on JOT's who have been permanently transferred. The purposes of these meetings are to follow the post-graduate career of the JOT and to identify those who are showing particular promise for executive development.

11. Two former JOT's who left the Agency to work in other fields have returned to Agency employment.

12. The Director of Personnel has stated that JOT's who have completed their training can be attached to the substantive Divisions regardless of the ceiling limitations.

13. One JOT was assigned a three-month TDY for sensitive duty during the [REDACTED] crisis. Another JOT candidate was used overseas by SR Division prior to his entering on duty with the Program.

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14. Nine JOT's have received Language Awards totalling \$1400.

15. A member of the JOTP staff has been nominated by the DD/S for the Armed Forces Staff College.

16. Candidates for the internal Program are no longer required to have two years Agency service.

17. A basic change in the JOT formal training program has been effected. New JOT's will enter on duty once a year in a class. They will receive approximately ten months of intensive formal training, followed by six months of on-the-desk training, followed by six months intensive language training, if appropriate. The first class of this coordinated Program, which will begin on 6 October 1958, will number about 65 men. The DCI and IG have agreed to address the first meeting of the group.

